

NORTH VALLEY ACADEMY CHARTER SCHOOL #465

DIFFERENTIAL PAY PLAN

2013-14

This plan addresses the State of Idaho line item for differential pay and professional development pay. NVA's plan developed with input from the staff guides the distribution of the allocation by FTE. The following plan has the approval of the North Valley Academy Board.

Percent of Division	Description of Each Allocation
40%	This is an incentive to teachers to actively teach the prescribed curriculum listed in the charter of NVA and described in the PCSC Performance Framework in Goals 1, 2, and 3. (American Heritage Curriculum, Core Knowledge Curriculum, and Money Management/Entrepreneurship) The principal assisted by the head administrator and a board member will evaluate each teacher's in-depth teaching of the curriculum described as appropriate for each grade level as represented in a portfolio. CCSS must be included in the teaching of the described curriculum.
25%	Leadership roles will be rewarded. These roles will be evaluated by the principal, the head administrator, and a board member. Individuals can lead in their curriculum groups, training opportunities, new programs, and/or organizing parts of the school. Professional development is expected that relates to the teacher's subject matter or professional development that has the approval of the principal.
20%	Individual student growth will be evaluated. Teachers who accomplish growth of every child in their classroom will be rewarded. Teachers will exhibit the student portfolios at the Academic Fair and will record student growth from the beginning of the school year to the end of the year (September to May) through the student portfolio.
15%	Grade level technology will be evaluated. All grades must use technology appropriate to their grade level, lessons, and curriculum goals. Secondary teachers will create classes on BrainHoney that can be delivered independently to individuals in their classes.

Elementary:

	Tchr. Portfolio	Percent	Shares
American Heritage Curriculum	x	35%	
Core Knowledge Curriculum + CCSS:	x	35%	1
Money Management Program/Entrepreneurship	x	25%	
Leadership/Professional Development	x		1
Individual Student Growth: Academic Fair (pictures and/or prose)	x		1
Technology Use: Study Island and Reading Eggs	x		1

Secondary:

	Tchr. Portfolio	Percent	Shares
American Heritage Curriculum	x	35%	
Assigned Curriculum + CCSS	x	35%	1
Money Management Program/Entrepreneurship	x	25%	
Leadership/Professional Development	x		1
Individual Student Growth: Academic Fair (pictures and/or prose)	x		1
Technology Use: BrainHoney development	x		1

Note: Certified staff members who are not specifically assigned student (Counselor, Special Education, etc.) will receive proportional incentives according to their FTE with other staff members as they are a part of the overall success of the students.

American Heritage Charter School #482

DIFFERENTIAL PAY PLAN

2013-14

This plan addresses the State of Idaho line item for differential pay and professional development pay. AHCS' plan developed with input from the staff guides the distribution of the allocation by FTE. The following plan has the approval of the American Heritage Charter School Board.

Percent of Division	Description of Each Allocation
40%	This is an incentive to teachers to actively teach the prescribed curriculum listed in the charter of AHCS and described in the PCSC Performance Framework in Goals 1, 2, and 3. (American Heritage Curriculum, Core Knowledge Curriculum, and Money Management/Entrepreneurship) The principal assisted by the head administrator and a board member will evaluate each teacher's in-depth teaching of the curriculum described as appropriate for each grade level as represented in a portfolio. CCSS must be included in the teaching of the described curriculum.
25%	Leadership roles will be rewarded. These roles will be evaluated by the principal, the head administrator, and a board member. Individuals can lead in their curriculum groups, training opportunities, new programs, and/or organizing parts of the school. Professional development is expected that relates to the teacher's subject matter or professional development that has the approval of the principal.
20%	Individual student growth will be evaluated. Teachers who accomplish growth of every child in their classroom will be rewarded. Teachers will exhibit the student portfolios at the Academic Fair and will record student growth from the beginning of the school year to the end of the year (September to May) through the student portfolio.
15%	Grade level technology will be evaluated. All grades must use technology appropriate to their grade level, lessons, and curriculum goals. Secondary teachers will create classes on BrainHoney that can be delivered independently to individuals in their classes.

Elementary:

	Tchr. Portfolio	Percent	Shares
American Heritage Curriculum	x	35%	
Core Knowledge Curriculum + CCSS:	x	35%	1
Money Management Program/Entrepreneurship	x	25%	
Leadership/Professional Development	x		1
Individual Student Growth: Academic Fair (pictures and/or prose)	x		1
Technology Use: Study Island and Reading Eggs	x		1

Secondary:

	Tchr. Portfolio	Percent	Shares
American Heritage Curriculum	x	35%	
Assigned Curriculum + CCSS	x	35%	1
Money Management Program/Entrepreneurship	x	25%	
Leadership/Professional Development	x		1
Individual Student Growth: Academic Fair (pictures and/or prose)	x		1
Technology Use: BrainHoney development	x		1

Note: Certified staff members who are not specifically assigned student (Counselor, Special Education, etc.) will receive proportional incentives according to their FTE with other staff members as they are a part of the overall success of the students.